

Commissioner Attendees: Susan, Andy, Kym, Helene, Paloma, Molly, Fiona, Kari, Lisa

Minutes

1. Remote Participation Statement and Guidelines - Helene read
2. Land Acknowledgement - Helene read
3. Review and approval of October 4 (September meeting) Minutes
 - Susan moved; Kym seconded; All consented. Approved
4. Consent Agenda
 - Welcome Fiona Perry to the Commission. Assisting w/organizing the TDOR activities. Fiona introduced herself
 - Leadership - Helene announced that she will not be continuing in a leadership position next year. Susan's last meeting as a chair is December.
 - Paloma and Molly to be co-chairs - Susan moved to approve; Andy seconded. All consented. Approved.
 - Envision Arlington - Kari requested thoughts and input on the questions. Kari did a short overview of the survey. Keeping the two demographic questions. Change gender to cis male and cis female with definitions. Reword the priorities question to be clear that the events are driven by the Rainbow Commission.
5. Working Group Updates (45 minutes*)
 - a. Education - Co-sponsored event with the AHRC focused on Building Welcoming Communities with breakout sessions focused on that topic, as well as Creating Constructive Conversations around Religion; co-chairs approved \$350 sponsorship. District is working on forming a Task Force modeled after the Rainbow Task Force that will be driven by the Human Rights Commission and is focused broadly on DEI.
 - b. Community Engagement - Date for Pride is June 22nd; TDOR (Trans Day of Resilience) is November 19th with 6 community sponsorships/partnerships with an affinity gathering taking place for an art activity, poetry reading and pizza before the event at 6.15 p.m. and the other event at 7 p.m.; mailing list got an uptick from Town Day; would like the QR code to be the default for adding folks to the mailing list; trying to pull together a group early for Pride.
 - c. Town Systems & Policies - Town is preparing to send out some press materials. We scored 100 on the Municipal Quality Index from the Human Rights Commission for the third or fourth year in the row. Materials to be released from the DEI office in the town.

- d. Communications - A lot of promotion around the events (Sage Table, TDOR, etc.). A friend of Fiona's will boost the TDOR event on social media.
- e. Budget - General Fund is at \$2,648.20; Gift Fund is at \$5,003.45; 11/27 next budget meeting
- 6. Liaison Updates (10 minutes*)
 - a. Diversity, Equity & Inclusion (DEI)
 - b. Police Department (APD)
 - c. GSA/QSA-AHS/Ottoson/Gibbs - Molly & Paloma to work on getting a student rep to attend
 - d. Library
 - e. Select Board - Len was the only liaison present; no updates.
 - f. Council on Aging
- 7. Public Engagement and Open Commentary (10 minutes*) - N/A
- 8. Close and Next Meeting. November 16, 2023. 6:30pm Hybrid. Susan moved to adjourn; Kym seconded; all consented. Approved.

Commission members not able to attend please email dei@town.arlington.ma.us prior to the scheduled meeting.

Anyone needing accessibility information or other assistance in order to attend this meeting should contact dei@town.arlington.ma.us. This meeting is open to all interested individuals.

*Timing is approximate